

**Women and the Criminal Justice System
Preventing Incarceration & Promoting Successful Reentry
A Central Vermont Initiative**

Mission: Create a plan that focuses on the development of personal attributes of the individual women and the conditions in the community that promote the well-being of women involved with Corrections

Changing Protocol & Procedure	Timeframe	Responsible Entity
<p>1. Design and implement a multi-disciplinary wraparound team approach for all women requiring reentry planning to tailor services to meet their unique needs, including gender specific programming, incorporating all service sectors (using the Offender Responsibility Plan):</p> <ul style="list-style-type: none"> * Obtains profiles on women currently in jail regardless of their status to assess their individual reentry planning needs * Develops a protocol that identifies key players, outlines organizational commitment, addresses confidentiality, and determines process * Utilizes the team approach assures that crisis and safety planning is an integral part of the process * Develops individual learning plans for all women reentering and incorporating the principles of adult learning and peer to peer teaching * Outlines domestic partner contact, promotes parent/child contact and specifies peer contact * Determines which state eligibility services can begin prior to re-entry so service delivery can begin immediately upon re-entry * Engage with staff from Dale and Windsor throughout the planning process <p>Team members include AHS, family members, peers and natural supports,</p>	IMMEDIATE	

<p>family center, employment and skill development, education, partnership, treatment and recovery, mental health, education, law enforcement, prevention, women's advocacy, justice centers, faith community, among others.</p> <p>2. Encourage local judges to use the manuals that include sentencing alternatives for non-violent offenders</p>	IMMEDIATE	
Learning Opportunities/Professional Development	Timeframe	Responsible Entity
<p>1. Deliver "Health Realization" to facility staff, community providers of the Intensive Domestic Abuse Program (IDAP) and women (see Central Vermont Learning Opportunities)</p> <p>2. Work collaboratively with local judges and state's attorney to determine and support their professional development needs</p> <p>3. Additional Learning Opportunities suggested to achieve the objectives of the plan and the "Principles for Working with Women Offenders"</p> <ul style="list-style-type: none"> * Acknowledge that gender makes a difference * Create an environment based on safety, respect and dignity * Develop practices, policies and programs that are relational, promote healthy connections to children, family, significant others and the community * Effectively address substance abuse, trauma and mental health issues through comprehensive, integrated and culturally relevant services and appropriate supervision * Provide opportunities to improve socioeconomic status * Establish a system of community supervision and reentry with comprehensive, collaborative services 	<p>INTERMEDIATE</p> <p>IMMEDIATE</p> <p>INTERMEDIATE (various elements of Learning Opportunities are already at the implementation stage)</p>	

<p>Additional learning opportunities</p> <ul style="list-style-type: none"> * Individualized service planning approach * Community stigma * Prevention principles & strategies * “Making the Most of I” * Rocking Horse * Bridges out of Poverty * Self-coaching * Community leadership development * Research best practices <p>4. Whenever possible, include women involved with Corrections as resources in the development and delivery of Learning Opportunities.</p>	IMMEDIATE	
Connecting with Existing Resources	Timeframe	Responsible Entity
<p>1. Work collaboratively with the existing task force on housing to assess transitional housing options and determine specific needs to address identified gaps.</p> <p>2. Explore ways to more effectively utilize resources to develop job skills for women in non-traditional employment categories.</p> <p>3. Enhance the “one-stop” center approach, such as Wellness on Wheels, as a strategy for the service delivery.</p>	<p>IMMEDIATE</p> <p>INTERMEDIATE</p> <p>INTERMEDIATE</p>	
Redeploying or Reorganizing Existing Resources	Timeframe	Responsible Entity
<p>1. Building on the work of the local community, examine the use of short term and</p>	IMMEDIATE	

<p>transitional housing (and the funding currently used to support that housing) such as safe, non-incarcerated options as alternatives to jail for technical violations. Explore option for short term apartments (instead of motels) for women who are not in violation of their Corrections requirements, but lack housing.</p> <p>Deliver state and community services and supports while women are in transitional housing, such as:</p> <ul style="list-style-type: none"> Case management Alcohol/drug abuse assessment/treatment/recovery AHS service eligibility determination Mental health Mentoring and peer services Support groups thru Prevent Child Abuse-VT Pro-social and healthy social opportunities <p>2. Develop strategies to address the stigma to promote a broader commitment by the community to successful reentry planning – Women Evolving may assist in the achievement of this objective</p> <p>3. Continue the local effort already in place to develop a drug court</p>	<p>LONG-TERM</p> <p>LONG-TERM</p>	
Preventing Incarceration	Timeframe	Responsible Entity
<p>1. See “changing protocol and procedure - #1 and employ similar process to address preventing women from returning to jail</p> <p>2. Build on the voices and experience of women who report that at age 12 they started using alcohol and illegal substances. Develop new and support existing opportunities for meaningful activities and healthy rites of passage as alternatives to alcohol and</p>	<p>IMMEDIATE</p> <p>LONG-TERM</p>	

substance abuse.		
3. Increase the availability of medical personnel to administer buprenorphine	LONG TERM	
4. Examine existing program models, such as Act 1 for meeting current needs or replicating in local area	IMMEDIATE	
5. Understand the conditions where and when families are at risk so we may focus our energies to support children and families at the earliest possible point . Utilize existing connections such as child protection teams and coordinated planning to address those conditions	LONG TERM	
Communications Plan	Timeframe	Responsible Entity
1. Develop an internal and external communications plan that informs about efforts to address the conditions of well-being for women involved with Corrections	INTERMEDIATE	
2. Develop critical data/information to local legislators (including members of Oversight Committee) about this initiative and its progress	INTERMEDIATE	
Advocacy	Timeframe	Responsible Entity
1. Develop outreach plan to area judges and state's attorney's office	IMMEDIATE	
2. Increase the accessibility of methadone treatment	LONG TERM	
3. Build on existing relationships with the Chamber of Commerce, Work Investment Board and the broader business community to increase employment options for women	LONG TERM	

Evaluation	Timeframe	Responsible Entity
<p>4.The state and local community must be partners in the development of an evaluation plan to assess success within this initiative and possibilities for success with other cross-cutting issues</p> <p>“Local” items placed in “parking lot”</p> <p>1. Develop a survey or opportunity for broader community input as to what the community feels is needed to support women</p> <p>2. Utilize the New Agency Team (NAT) when confronted with specific policy or funding issues that prevent successful reentry (the NAT is comprised of AHS deputy commissioners to help break through policy or funding issues regarding family and individual needs)</p> <p>3. Disseminate throughout the local system and community information about existing resources and multi-disciplinary teams that can support women</p> <p>4. Encourage use of the Central Vermont Community Partnership web site on line dialogue opportunity (www.cvtcp.org)</p> <p>5. Encourage local legislators to meet and talk with women involved with Corrections and tour a facility as part of their orientation following election</p>	<p>INTERMEDIATE</p>	

<p>Recommended list of priorities submitted to the state team</p> <ol style="list-style-type: none"> 1. Assure greater access to newspapers, telephones and resource information for women while still incarcerated to advance the cause of reentry planning 2. Incorporate the expectation that the Screen Door (www.screendoor.vermont.gov) will be used by those charged with the responsibility for initiating reentry making it available to women currently in jail 3. Assure that the reinstitution of “good time” by the legislature is a tool widely accepted by those responsible for using it 4. Assess internal Corrections staffing patterns to assure that personnel resources are properly distributed between facility and field staff units; Review case assignment policy/practice to determine if case assignment by gender is an appropriate strategy 5. Assess relationships between Corrections facility and field staff to strengthen internal collaboration 6. Building on the previous work by Women Evolving, review the opinions of Corrections staff and women who have been or are currently involved with Corrections to implement “next steps” 7. Discuss with our state partners in Corrections whether Dale can be more effectively utilized for women in central Vermont when preparing for reentry 8. Create social and financial reinvestment opportunities when our community is achieving success in reducing rate of incarceration 9. Investigate possibilities of tax and financial incentives to employers who hire women returning from incarceration 		
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